Kaizen Partnership

Example Training Needs Analysis for Community Engagement

SKILLS

- Communicate powerfully and effectively with a wide range of people across potential divides of race, culture, class, professional backgrounds etc;
- Create excitement about community engagement as a concept - both internally within their organisation and externally in the community;
- Able to resolve conflicts between individuals and groups;
- Able to clearly understand and articulate their own views and to ensure that their own views do not negatively influence their decision making;
- Able to broker effective relationships and agreements;
- Able to prioritise and balance conflicting priorities.

KNOWLEDGE

- Awareness of key policy drivers for community engagement;
- A knowledge (ie a model) of best practice in community engagement, including an understanding of different types of participation;
- A knowledge of the roles and responsibilities of all the Local Strategic Partners;
- Clear on all relevant local policies and plans.

ATTITUDES

- Passionate about the concept and possibilities of community engagement;
- Have a 'can do' attitude that enables them to be resilient and resourceful, able to overcome difficulties and manage complexity and inevitable set backs;
- Deep belief in equality of opportunity; accepting of differences;
- Committed to team and partnership working.

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